



DEPARTMENT OF THE ARMY  
HEADQUARTERS, 2ND BRIGADE, 1ST INFANTRY DIVISION  
CMR 464, UNIT 26003  
APO AE 09226



AETV-BGS-CDR

27 January 2003

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Letter #3 - Sexual Harassment

1. Reference: AR 600-20, Army Command Policy
2. This command is committed to the Army's policy against sexual harassment. Sexual harassment will not be practiced, condoned, or tolerated within this command.
3. Sexual Harassment Policy.

a. The policy of this command is that sexual harassment is unacceptable conduct and will not be tolerated. Leadership at all levels will be committed to creating and maintaining an environment conducive to maximum productivity and respect for human dignity. Sexual harassment destroys teamwork and negatively affects combat readiness. We base our success on mission accomplishment. Successful mission accomplishment can be achieved only in an environment free of sexual harassment for all personnel.

b. The prevention of sexual harassment is the responsibility of every soldier and DA civilian within this command. Leaders set the standard for soldiers and DA civilians to follow.

4. Definition of Sexual Harassment.

a. Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

(1) Submission to, or rejection of, such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, career, or

(2) Submission to, or rejection of, such conduct by a person is used as a basis for career or employment decisions affecting that person, or


(3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile or offensive working environment.

b. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a soldier or civilian employee is engaging in sexual harassment. Similarly, any soldier or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.

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5. If leaders witness or otherwise know of incidents of sexual harassment, they are required to act to take preventive action.
6. Sexual Harassment complaints can be presented to the chain of command or the Brigade EO Advisor's Office, Building 1 (Brigade Headquarters), Conn Barracks, 353-8043. The chain of command will make every effort to resolve complaints.
7. Complainants will be protected from acts or threats of reprisal.

  
RANDAL A. DRAGON  
COL, IN  
Commanding

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